



Roles in IMCOM Pay Setting

Designation	Position	Role
Supervisor	1st or 2nd line Supv or Mgr	Conducts analysis, documents form, recommends pay
Intermediate Authorized Management Official (IAMO)	Garrison Director Region Div Chief HQ Div Chief AEC Div Chief FMWRC Directors	Endorses or modifies supervisor recommendation
Authorized Management Official (AMO)	GC/GM/DGC Region Dir/Deputy HQ Exec Director AEC Deputy Cdr FMWRC Deputy Cdr	Approval authority for pay setting Note: AMO at higher level will approve pay for IAMO at lower level
Higher Level Management Official (HLMO)	Deputy Commanding General, IMCOM	Approves pay (if necessary) and as required by Pay Setting regulations Refer to next chart



Pay Setting Delegations (SEL Decision)

Delegate to:	% Increase	Type Action
Supervisor / IAMO	6% above base salary (required)	Promotion
Authorized Management Authority (AMO)	up to 30% above step 1	New Hire
	up to 20% above base salary	Promotion
	up to 5% above base salary	Reassignment
	up to 5% above base salary	Reduction in Band
	up to 10% reduction of base pay	
Higher Level Management Authority (HLMO)	over 30% above step 1	New Hire
	over 20% above base salary	Promotion



SEL Garrison Classification Decisions

Position	MOSR	LMOSR	LARGE	MEDIUM	SMALL
DGC	15 / PB3	15 / PB3	15 / PB3	14 / PB3	13 / PB2
MAJOR DIRS	PB 3	Varies (PB 2/3)	PB 2	PB 2	PB 2
DHR	PB 3	PB 2	PB 2	PB 2	PB 2
PAIO	PB 2	PB 2	PB 2	PB 2	PB 2
DES	PB 2	PB 2	PB 2	PB 2	PB 2

This chart documents the Classification decisions in IMCOM NSPS

Issuance #2



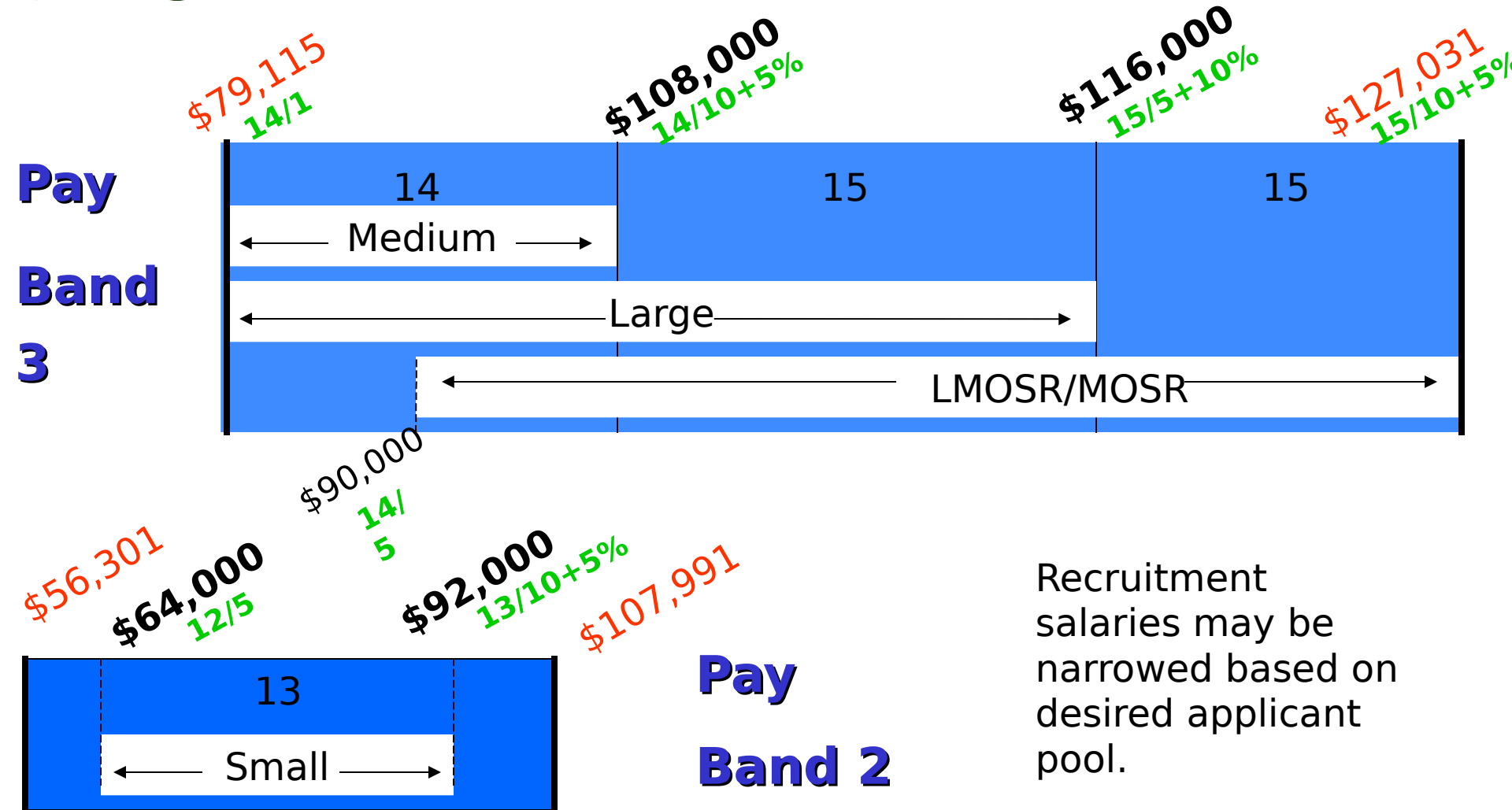
Factors Considered

- ❑ Pay parameters established to provide maximum flexibility to attract candidates with requisite skills
- ❑ Provide opportunity for pay growth at each location and greater incentive for **more challenging** assignments
- ❑ Ranges established sufficiently broad to attract normal candidate pool
- ❑ GS pay scales serves as benchmark



DEPUTY GARRISON COMMANDER POSITIONS

Compensation Parameters



OTHER KEY GARRISON POSITIONS



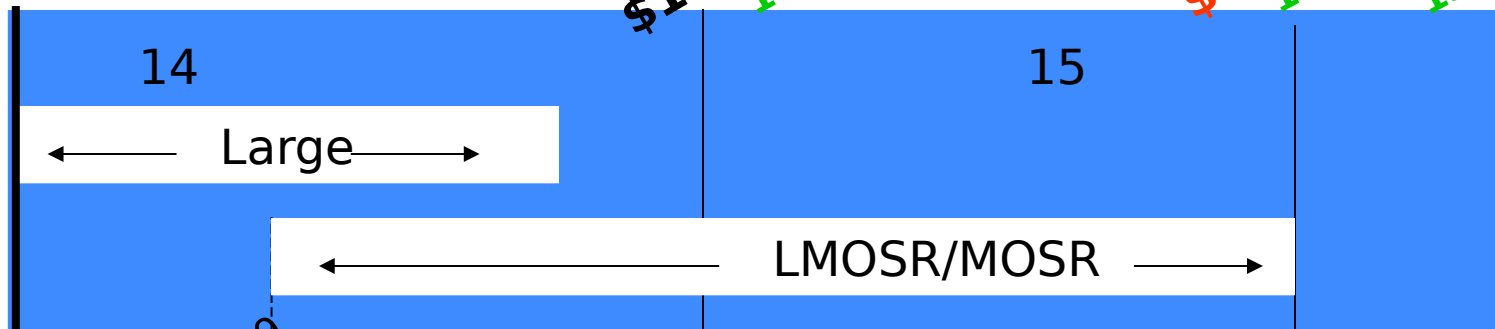
Compensation Parameters

\$79,115
14/1

\$108,000
14/10+5%

\$120,000
15/10

\$127,031
15/10+5%



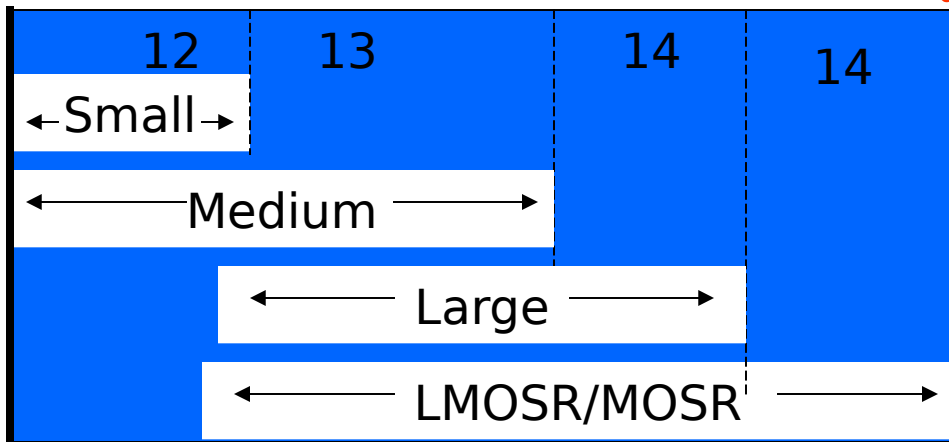
\$56,301

\$77,000
12/10+5%

\$92,000
13/10+5%

\$99,000
14/5+10%

\$107,991



Recruitment salaries may be narrowed based on desired applicant pool.



HQ IMCOM, AEC, FMWRC & REGIONS

\$79,115
14/1

\$123,000
15/10+1.5%

\$125,000
15/10+3%

\$127,031
15/10+5%

15	15	15
HQ Br Chief/Region Div Chief		
HQ Div Chief, AEC Div Ch, FMWRC Dirs		
AEC Civ Dep, AEC Tech Dir, Region Chief of Staff		

\$75,879
13/5

\$90,000
14/5

\$105,000
14/10+2.5%

\$108,000
14/10+5%

\$113,000
14/10+10%

\$125,000
15/10+3%

\$127,031
15/10+5%

14	14	14	15	
HQ/Region/AEC/FMW RC				
Non-Supv (current HQ Section Chief / Region Br Chief				
AEC Br Chief / FMWRC equiv HQ Br Chief				
HQ/AEC/FMWRC Non-Supv (current 15s)				